

**REPORT OF THE  
HUMAN RESOURCES COMMITTEE OF THE  
BOARD OF DIRECTORS OF THE  
COOK COUNTY HEALTH AND HOSPITALS SYSTEM**

**February 20, 2009**

**ATTENDANCE**

Present: Chairman Andrea L. Zopp and Directors David Carvalho; Quin R. Golden; Sister Sheila Lyne, RSM; and Jorge Ramirez (5)

Absent: None

Also Present: Sandra Ankebrant – Chief Operating Officer, Ambulatory and Community Health Network of Cook County; Julie Bonello – Chief Information Officer, Cook County Health and Hospitals System; Matthew B. DeLeon –Secretary to the Board, Cook County Board of Commissioners; Cecil Marchand - Associate Administrator, John H. Stroger, Jr. Hospital of Cook County; John M. Raba, MD – Interim Chief Medical Officer, Cook County Health and Hospitals System; Paula Matela – Office of the Secretary to the Board, Cook County Board of Commissioners; Jonathan Rothstein – Deputy Bureau Chief, Bureau of Human Resources of Cook County; Sidney Thomas – Chief Operating Officer, Provident Hospital of Cook County; Sherry Travis – Representative, Office of the Cook County Compliance Administrator; Greg Vaci – Office of the State's Attorney

Ladies and Gentlemen:

Your Human Resources Committee of the Board of Directors of the Cook County Health and Hospitals System met pursuant to notice on Friday, February 20, 2009 at the hour of 7:30 A.M. at Stroger Hospital, 1901 W. Harrison Street, in the fifth floor conference room, in Chicago, Illinois.

Your Human Resources Committee has considered the following items and upon adoption of this report, the recommendations follow.

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**Roll Call**

Matthew B. DeLeon, Secretary to the Board of Commissioners of Cook County, called the roll of members and it was determined that a quorum was present.

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**Update and discussion of pending information requests**

Chairman Zopp stated that the discussion on information requests that were pending would be deferred.

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**Public Comments**

Chairman Zopp asked the Secretary to call upon any registered public speakers.

The Secretary called upon the following public speakers:

1. Janice Benson, MD President of the Medical Staff, John H. Stroger, Jr. Hospital of Cook County
2. Emilie Junge Regional Coordinator, Doctors' Council Service Employees International Union (SEIU)

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**Update from Compliance Administrator**

Sherry Travis, representing the Office of the Cook County Compliance Administrator, provided an update on activities of the Office of the Compliance Administrator with regard to the System.

The Committee reviewed and discussed the information provided.

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**Review and approve draft position descriptions for the following positions:**

- Head of the System's Press Relations;
- System Chief Legal Officer; and
- System Chief Financial Officer.

Chairman Zopp asked the Committee Members whether they had any other suggestions for changes to the proposed position descriptions. She commented that for the position description of the System Chief Legal Officer, the term "minimum qualifications" should be instead "preferred qualifications." Clarification was stated that at a minimum, the candidate must possess a Juris Doctor.

Chairman Zopp stated that for the position description of the head of System's Press Relations, "Director of Community and Public Relations" should be the title, and add community outreach to the primary responsibilities.

**Director Lyne, seconded by Director Golden, moved to approve the draft position descriptions, as amended, for the Head of the System's Press Relations, the System Chief Legal Officer; and the System Chief Financial Officer. THE MOTION CARRIED UNANIMOUSLY.**

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**Review and approve recommendations for personnel policy changes**

Chairman Zopp provided a brief introduction for the item. She stated that the ultimate goal is to have one set of personnel rules.

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Sandra Ankebrant, Chief Operating Officer of the Ambulatory and Community Health Network of Cook County, presented the Summary of the Personnel Policy Review.

The Committee reviewed the materials. Questions were raised with regard to whether there would be any impact to collective bargaining agreements; Greg Vaci, of the Office of the State's Attorney, stated that by combining two sets of rules, there should not be any impact to collective bargaining. However, anything which could change the collective bargaining agreements would need to be discussed with the unions.

Cecil Marchand, Associate Administrator at John H. Stroger Hospital of Cook County, provided additional information.

Chairman Zopp asked John Raba, MD, Interim Chief Medical Officer of the Cook County Health and Hospitals System, to provide an update on the efforts to write job descriptions for all physicians.

Dr. Raba responded that there is a draft available for the Committee to review.

Chairman Zopp stated that the Committee will go through the process and make a general recommendation. Then the State's Attorney's Office and Mr. Marchand's team will be requested to review and understand the implications of the changes.

Chairman Zopp requested that Ms. Ankebrant get all of the proposed policies into one document and review with the medical leadership, then report back to the Committee.

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Update and discussion of health information technology staffing needs

Julie Bonello, Chief Information Officer of the Cook County Health and Hospitals System, provided an update and her recommendations relating to health information technology staffing needs.

The Committee reviewed and discussed the information.

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Discussion of Personnel Matters.

Update on labor negotiations.

Director Lyne, seconded by Director Ramirez, moved to recess the regular session and convene into closed session, pursuant to an exception to the Open Meetings Act, 5 ILCS 120/2(c)(2), et seq., which permits closed meetings for consideration of "collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees," and pursuant to an exception to the Open Meetings Act, 5 ILCS 120/2(c)(1), which permits closed meetings for consideration of "the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity." **THE MOTION CARRIED UNANIMOUSLY.**

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Director Lyne, seconded by Director Ramirez, moved to adjourn the closed session and convene into regular session. THE MOTION CARRIED UNANIMOUSLY.

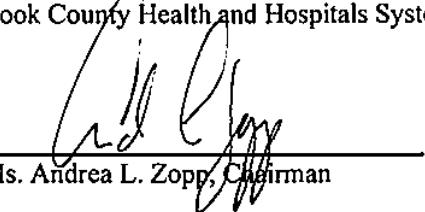
Director Ramirez, seconded by Director Golden, moved to approve Dr. Raba's proposal discussed in closed session. THE MOTION CARRIED UNANIMOUSLY.

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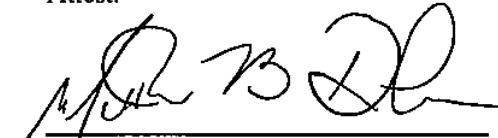
Adjournment

Director Ramirez, seconded by Director Golden, moved to adjourn. THE MOTION CARRIED UNANIMOUSLY AND THE MEETING ADJOURNED.

Respectfully submitted,  
Human Resources Committee of the  
Board of Directors of the  
Cook County Health and Hospitals System

  
Ms. Andrea L. Zopp, Chairman

Attest:

  
Matthew B. DeLeon, Secretary